

Faculty Senate Business Meeting  
October 8, 2018

**Members Present:**

Douglas Airhart, Deborah Ballou, Michael Best, Tammy Boles, Troy Brachey, Chris Brown, Debra Bryant, Andrew Callender, Corinne Darvennes, Melissa Geist, Mark Groundland, David Hajdik, Paula Hinton, Shelia Hurley, Barbara Jared, Seth King, David Larimore, Regina Lee, Lori Maxwell, Christine Miller, Holly Mills, Ben Mohr, Lachelle Norris, Linda Null, Brian O'Connell, Joseph Ojo, Sally Pardue, Richard Rand, Mohan Rao, Jeff Roberts, Leeann Shipley, Cara Sisk, Troy Smith, Sandi

Senator Stretz asked Senate President Smith to check with Vice President Johnson regarding his statement. He agreed to do so and any clarification will be reflected in the minutes.

The corrected minutes were APPROVED, pending clarification from VP Johnson.

**Approval of Notes from the Senate meeting with the President on September 24, 2018**

Senator Hinton made a motion to approve the notes from the Senate meeting with the President on September 24, 2018 and Senator Darvennes seconded it.

D. Possible Points of Collaboration with AAUP and UCW

Professor Dan Alcott, President of the TTU chapter of the AAUP, gave an overview of AAUP and offered some potential areas where AAUP and the Faculty Senate might work together. The TTU chapter holds monthly business meeting on topics ranging from tenure to shared governance to academic freedom that both members and non-members bring to their attention. Their website can be found at [www.tntech.edu/aaup](http://www.tntech.edu/aaup). TTU has approximately 45 members this year. Some current discussion points include:

- the exclusion of AAUP and TEA representatives from the fall faculty meeting
- the faculty pay raise issue
- general advocacy
- explaining what AAUP is/does to the Board of Trustees
- disseminating the results of a faculty survey done in spring 2018

Ms. Cassie Watters, lead organizer for United Campus Workers, introduced her organization and shared the following websites:

[www.govotetn.com](http://www.govotetn.com)

courses for free. In addition, online courses have increasingly higher numbers of enrollment. Smaller institutions, such as TTU, will soon need to justify their existence.

intellectual property; the university should share in the profits if the institution contributed in the development of the intellectual property.

3. The Intellectual Property Policy should go to the Administrative Council and the Academic Council.
4. Faculty need to be able to sign away their copyright of their scholarly works to journals, for example, in order to publish.
5. Patent issues should also be addressed, especially taking into consideration the expertise of the faculty.
- 6.

7. Gender equity
8. Gold parking permits
9. Promotion funds and raises

## **OLD BUSINESS**

### **A. Gender Equity Study**

Senate President Smith read the following e-mail he received from Senator Larimore and forwarded to the Faculty Senators:

"The faculty Senate requests an open and transparent analysis of faculty salaries be conducted by representatives of the university administration with full participation of representative members of the faculty Senate. The analysis should utilize the faculty developed and approved salary equity model to estimate a predicted salary for each faculty member. The model uses legitimate determinants of faculty pay previously approved by the faculty and administration. These legitimate factors include discipline, rank, years in rank, and performance evaluation history (for the last five years normalized by department chair). Salary targets (projections from the model) for all faculty members should be compared with their actual salaries. The discrepancies (differences between projected and actual salaries) should be analyzed for any association with gender, race, and age."

Senator Larimore moved this statement for approval as a resolution to be sent to the Provost and Senator Stein seconded it. Some discussion ensued. Senator Pardue asked that the original salary equitable model document be attached to the resolution.

The resolution was APPR519Qas APPR519Qas APED0912 0 612 792 reW\*hBT/F1 12 Tf1 0 0 1 298.61 3

6. Fair raise plan
7. Cookout flyer